

Nomination Committee

The Nomination Committee shall consist of four members - one member appointed by each of the three largest shareholders in terms of voting rights and the Chairman of the Board of Directors. The Nomination Committee is to be constituted based on shareholder statistics from Euroclear Sweden AB as of the last banking day in August of the year prior to the AGM and other reliable shareholder information provided to the Company at this time. When assessing who constitutes the three largest shareholders in terms of voting rights, a group of shareholders shall be deemed to be a shareholder if they (i) have been grouped in the Euroclear Sweden system or (ii) published and notified to the Company in writing that they have entered into a written agreement in order to coordinate the exercise of the voting rights through a long-term common position on the company's management.

The Chairman of the Board of Directors shall as soon as reasonably practicable contact the largest shareholders after the information on the largest shareholders in terms of voting rights has been reached, to ascertain if they wish to appoint members of the Nomination Committee. If one or some of the three largest shareholders in terms of voting rights refrain from appointing a member of the Nomination Committee, the Chairman of the Board of Directors shall offer other major shareholders to appoint a member of the Nomination Committee. If such an offer is made, it must go in consecutive order to the largest owners of the number of votes. The names of the members of the Nomination Committee and the names of the shareholders who appointed members of the Nomination Committee must be published no later than six months before the AGM.

The Nomination Committee shall elect a member to be the Chairman at its first meeting. The Chairman of the Board of Directors shall convene the first meeting of the Nomination Committee. The Chairman of the Nomination Committee shall, unless the members agree otherwise, be the member appointed by the largest shareholder in the number of votes. The Nomination Committee's term of office extends until its new Nomination Committee is appointed.

If any of the shareholders who nominated a member of the Nomination Committee sells a substantial part of their shares in the Company before the Nomination Committee's assignment is completed, the Nomination Committee may decide that the member nominated by the shareholder shall resign from the Nomination Committee and be replaced by a new member nominated by the shareholder who at the time is the largest

shareholder in the number of votes not already represented on the Nomination Committee. The Nomination Committee shall also have the right to decide on an increase in the number of members of the Nomination Committee and shall thereby be able to offer new larger shareholders to appoint members of the Nomination Committee in order to better reflect the current ownership of the Company or to maintain continuity in the work of the Nomination Committee. A shareholder who has appointed a member of the Nomination Committee has the right to dismiss the member and appoint a new member. A shareholder shall also be able to appoint a new member if the member appointed by the shareholder resigns from the Nomination Committee. Changes in the composition of the Nomination Committee shall be announced as soon as reasonably practicable.

The Nomination Committee shall prepare and present proposals to the AGM:

- election of the Chairman of the meeting,
- election of the Chairman of the Board of Directors and other members of the Company's Board of Directors,
- Board fees divided between the Chairman and other members as well as any remuneration for committee work,
- election and remuneration to the auditor(s), and
- change of principles for the appointment of the Nomination Committee and instructions for the Nomination Committee.

In conjunction with its assignment, the Nomination Committee shall fulfill the tasks which, according to the Corporate Governance Code, arrive at the Nomination Committee. No remuneration is paid to the members of the Nomination Committee. The Company shall, at the request of the Nomination Committee, provide personal resources such as secretarial function in the Nomination Committee to facilitate the work of the Nomination Committee. If necessary, the Company must also be able to bear reasonable costs for external consultants who are deemed necessary by the Nomination Committee in order for the Nomination Committee to fulfill its mandate.

These principles for the Nomination Committee's appointment and instructions for the Nomination Committee in Sivers IMA Holding AB shall continue to apply.